

READING THE PERSONNEL DATA

Personnel statistics come from the Personnel Supplement forms and the Annual Report that each library submitted to OLIS. Local libraries supplied personnel salary information by categories. Only libraries with data in a category are listed in the personnel tables for each category.

Actual wages and hours were used whenever possible. When these figures were not available but a salary range is given, an average was used. Some wages had to be weighted as well as averaged to make them truly comparable.

As in every year's publication, libraries decided which category best fit a job position. Where staff held positions that fit more than one category, salaries were weighted. For example, a staff person whose duties fit both the director and children's librarian categories and work 17.5 hours under the Director Category and 17.5 hours under the Children's Librarian Category, .5 was reported under the Total Staff @Lib Std for both Categories 1 and 5. A split between Director and Children's Librarian Categories is common where libraries must have split positions to meet the Minimum Standards for Rhode Island Public Libraries.

COLUMN HEADINGS

Library- The LORI (formerly RHILINET) delivery code is used to identify each library. They are in alphabetical order by town.

Average Annual Salary @40Hrs Wk – This column was calculated by taking the hourly rate and multiplying by 40 and then by 52. These figures were compiled for true comparisons from library to library. The comparison does not factor in size of city/town, library collection, or other statistical variables. All salaries are rounded to the nearest dollar.

Total Staff – The number of persons in a library working within a particular category with the same salary or hourly rate and hours worked per week. Only when a person is reported as working in more than one category is the number a fraction in the Total Staff column. This person is reported as being in a split position. Numbers are rounded to the second decimal to truly reflect split positions.

Average Salary/ Actual Salary – Salary is based on actual hours worked in a particular category whether an employee's job description fits within more than one category or an employee shares a position with another employee and the salary is averaged.

Average Hrs Wk/ Hrs Wk –Hours worked may vary within categories for one library. These hours are averaged. Average and actual hours are rounded to one decimal.

MLS – In some situations, when more than one staff person is reported in a category, the total number of employees includes both MLS educated and not. Those were reported as Y/N.